

# **EXHIBIT I**

To: Tyler DeMien  
CC: P. LaRocco, G. Rodriguez, Human Resources, Employee File, Foremen  
From: R.E. Lunt  
Subject: Suspension/Probation  
Date: 12/21/06

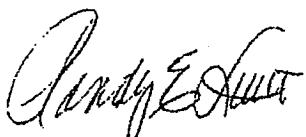
Tyler,

On 12/21/2006, you were tardy causing you to reach six (6) points. In accordance to the Plant Attendance Policy put into effect in January of 1996, this is grounds for termination. The Company has given you numerous verbal and written warnings. You have received a minimum of four Final Warnings since August of 2005. I, personally, have spoken to you about your attendance problems but nothing has changed as evidenced by your point totals during the last six months.

The Union has pleaded for leniency in your case. The Company has decided to grant you a second and last chance under the following conditions:

You must serve a three (3) day unpaid suspension (Friday, 12/22/2006 through Thursday, 12/28/2006). You will not be entitled to Holiday pay for 12/25 and 12/26/2006. When you return to work on Friday, 12/29/2006, you will begin a six (6) month probationary period during which you will be allowed to accumulate no more than one (1) point but at no time can your point total hit or exceed six (6) points again. All other conditions of the Attendance Policy must be adhered to. Your existing points will drop as the usual during the six (6) month rolling calendar.

Any violations of this agreement will result in your immediate and permanent termination. This agreement is not to be considered precedent setting.

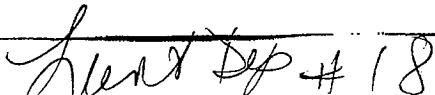
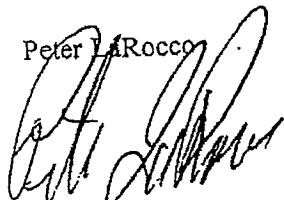


Randy E. Lunt



Tyler DeMien

Peter LaRocco



**EMPLOYEE REPORT FORM**DATE 5/10/05NAME TYLER DE MIERSHIFT 2ND

COMMENTS 3 DAY SUSPENSION FOR LEAVING WORK  
WITHOUT PERMISSION. ON FRIDAY, 5/6/05  
TYLER PUNCHED OUT AND LEFT WORK WITH-  
OUT NOTIFYING HIS SUPERVISOR. ANY  
FUTURE VIOLATIONS WILL LEAD TO TERMINATION.

## EMPLOYEE'S STATEMENT:

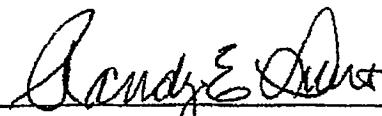
I AGREE WITH  
STATEMENT

I DISAGREE WITH  
STATEMENT

## RULE VIOLATION \_\_\_\_\_

ORAL WARNING SUSPENSION 3 DAYSWRITTEN WARNING DISCHARGE 


EMPLOYEE SIGNATURE



SUPERVISOR SIGNATURE



STEWARD SIGNATURE

White - Office Copy

Pink - Supervisor Copy

Blue - Employee

Canary - Union Copy